

NASA Facts

National Aeronautics and
Space Administration

NASA Headquarters

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Office of Equal Opportunity Programs

Making the Benefits of Discovery Available to All

The Office of Equal Opportunity Programs (OEO) helps NASA implement civil rights laws, regulations, and relevant Presidential Executive Orders. The OEO helps the Agency diversify its workforce and share its research grants and procurement awards with minority universities and principal investigators and entrepreneurs, who are minorities and women. The OEO processes and adjudicates allegations of employment discrimination, as well as administers a variety of Alternative Dispute Resolution methods and problem-solving techniques. In addition, it launches initiatives to increase the resource pool of minorities, women, and disabled scientists and engineers.

NASA Reflects the Face of America

NASA's goal is to create an ideal multicultural environment that reflects the Nation's diversity and makes the Agency's scientific and engineering programs accessible to all Americans.

Major Programs

- **Equal Opportunity and Diversity**—NASA is committed to diversifying its workforce at all levels. NASA's astronaut corps reflects the face of America, and the Agency is increasing workforce diversity by working toward a long-term goal that reflects the diversity of America, and of the civilian labor force.
- **Multicultural Education**—NASA develops and deploys a variety of training curricula for enhancing the ability of managers, supervisors and employees to increase and manage diversity in the workplace.
- **Complaints Processing**—NASA has in place an efficient discrimination complaints processing system to address claims of individual and class discrimination on the basis of race, color, sex, age, religion, national origin, disability or reprisal filed by employees or applicants for employ-

ment. This includes a structured Agency Alternative Dispute Resolution (ADR) process for resolving complaints at the formal stage. All Centers also have ADR systems in place for use at the informal stage in order to try and resolve complaints at the earliest opportunity and at the lowest organizational level.

- **Minority University Research and Education**—NASA is strongly committed to achieving the full participation of Minority Institutions in the mainstream-sponsored research and education community, striving for academic excellence and outstanding achievements while advancing America's leadership in a competitive scientific and technological global economy.

Accomplishments for FY 1999

About 31 percent of senior managers reporting to the Administrator are women and/or minorities.

The representation of women and minorities has increased from 39.5 percent to 44.1 percent since April 1992.

- Minorities employed by NASA increased from 16.5 percent to 21.2 percent since 1992.
- Women and minorities in the Senior Executive Service increased from 9.2 percent (53) to 27.7 percent (112) since 1992.
- Individual targeted disabilities employed by NASA have increased from .88 percent of the workforce to .96 percent since 1992.

Since 1994, NASA's Multicultural Education Program has produced nearly 100 trained facilitators. Ten Center-specific curricula with similar common themes were rated highly by over 85 percent of 10,000 employees trained Agencywide. This success generated numerous spinoff

activities that continue to promote the value of a multicultural workforce in the Agency.

In FY 1999, NASA developed an Agencywide ADR system for use during the formal stage of the process. This system employs the use of mediation of complaints by a neutral third party and allows the parties to the dispute to work out their differences in a non-confrontational manner. It often permits workplace disputes to be resolved in a way that leaves both parties satisfied and better able to work together in the future.

In FY 1999, NASA completed development and testing of an Agencywide, internet based Discrimination Complaints Management System (DCMS). This system allows each Center to access all pertinent information concerning complaints at the Center and to obtain comparative data related to other Centers and the Agency as a whole. It allows the Office of Equal Opportunity Programs to track complaints throughout the Agency and to instantly retrieve Agencywide or individual Center statistical data.

During FY 1999, NASA OEOP invested \$54.1M in 101 minority institutions to conduct 359 research and education projects.

More than 650 faculty-level and 1,290 student researchers from minority institutions conducted research in all NASA-related enterprise areas. Research accomplishments were published in more than 660 referred papers or book chapters. During this period, principal investigators and students delivered over 1,100 technical presentations.

Through 209 educational partnerships with minority institutions, school districts, and professional associations, NASA OEOP supported national efforts to enhance the participation and achievement of precollege, undergraduate, and graduate students and teachers in NASA-related educational activities. More than 85,000 participants were reached through these efforts.

Future Activities

The Discrimination Complaints Division will provide Agencywide leadership in making ADR processes an integral part of the overall complaint process and a catalyst for resolving complaints at the informal and formal stages; and ensure that revised regulations for processing complaints of discrimination and contingent worker guidances are fully implemented.

Outreach: NASA will share information about its missions and contracting opportunities and promote participation in NASA-sponsored research careers.

Integration of the Senior Executive Service: NASA will continue to strive to diversify the Agency's Senior Executive Service (SES). A major feeder to this program is the Agency's Senior Executive Service Career Development Program (SESCDP). In 1999, six of 44 SES promotions were SESCO participants. Of those six, two (33 percent) were women and minorities. Thirty-one more applicants will be selected in 2000 for the SESCO, to begin in May 2000.

Individuals with Disabilities Program: The NASA Office of Equal Opportunity Programs plans to conduct an Agencywide Disabilities Conference dealing with Sections 501, 504, and 508 of the Rehabilitation Act of 1973. An Agencywide assessment of compliance with Section 504 of the Rehabilitation Act of 1973 is also being planned.

NASA will continue to work with its Achieving Competence in Computing, Engineering, and Space Science (ACCESS) Program to provide undergraduate and graduate students with disabilities the opportunity to participate in research at NASA Centers.

NASA Minority University Research Programs: FY 2001, NASA will continue to focus on its goals and strategies to integrate mission-focused research, technology transfer, and education at Minority Institutions. NASA will emphasize partnership awards that leverage the Agency's total research investment in higher education institutions and the aerospace industry.

Minority University Education Programs: NASA will increase opportunities for minority institutions (MI's) to build upon their rich history of educational excellence. The Agency will partner with MI's to enhance undergraduate faculty teaching and students' education by integrating NASA's research investment into the mathematics, science, engineering and technology courses and curricula. Graduate fellowship opportunities will be expanded to increase the production of students with advanced degrees who are U.S. citizens and historically under-represented in NASA-related scientific and technical careers.

Federally Assisted Programs: NASA will educate employees who administer Federal assistance through grants and agreements as to the civil rights implications of these programs, and will ensure that program beneficiaries are aware of their rights.